

INTERNET
FORM NLRB-501
(3-00)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

15-CA-143934

1/5/2015

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

- (1) Century Management LLC d/b/a McDonald's and
-
- (2) McDonald's USA, LLC as joint or single employer

b. Tel. No. (1)(b) (6), (b) (7)(C)

c. Cell No.

f. Fax No. (1)901-761-1390

d. Address (Street, city, state, and ZIP code)

- (1) 1683 East Shelby Drive 38125
-
- (2) One McDonald's Plaza, Oak Brook IL, 60523

e. Employer Representative

- (1)(b) (6), (b) (7)(C)
-
- (2) Gloria Santana

g. e-Mail

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)
Restaurantj. Identify principal product or service
Fast Food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)
See attached.

3. Full name of party filing charge, (if labor organization, give full name, including local name and number)
Memphis Workers Organizing Committee, a project of the Mid-South Organizing Committee

4a. Address (Street and number, city, state, and ZIP code)

1000 Cooper St., Memphis TN 38104

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

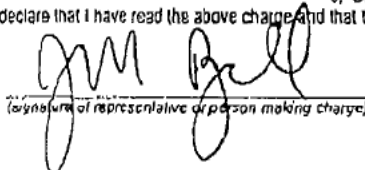
4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
Mid-South Organizing Committee

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By



John Michael Ryall

(Print name and title or office, if any)

Tel. No. 901-236-0578.

Office, if any, Cell No.

Fax No. 901-528-0246

e-Mail

jmryall@gmbllaw.com

Address 50 North Front St. #800, Memphis TN 38103

Jan 5, 2015

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

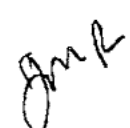
15-CA-143934

Century Management LLC d/b/a McDonald's and
McDonald's USA, LLC as joint or single employer

2. Basis of Charge

In the last six months, the above-named employer, by its officers, agents and supervisors, has interfered with, restrained and coerced its employees in the exercise of the rights guaranteed in Section 7 of the Act. Specifically,

- (1) On or about (b) (6), (b) (7)(C) 2014, the Employer reduced the scheduled hours for employee (b) (6), (b) (7)(C) in retaliation for (b) (6), union/protected concerted activity, including participation in (b) (6), (b) (7)(C) protected strike actions on (b) (6), (b) (7)(C) 2014 and (b) (6), (b) (7)(C) 2014, and in order to discourage other employees from participating in union/protected concerted activity;
- (2) On or about (b) (6), (b) (7)(C) 2014, the Employer completely removed employee (b) (6), (b) (7)(C) from the schedule, in order to discourage other employees from participating in union/protected concerted activity and in retaliation for (b) (6), (b) (7)(C) union/protected concerted activity, particularly participation in a (b) (6), (b) (7)(C) protected strike action on (b) (6), (b) (7)(C) 2014.





UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 26
80 Monroe Ave Ste 350
Memphis, TN 38103-2400

Agency Website: www.nlr.gov
Telephone: (901)544-0018
Fax: (901)544-0008



Download
NLRB
Mobile App

January 7, 2015

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT LLC d/b/a MCDONALD'S
1683 East Shelby Drive
MEMPHIS, TN 38125

GLORIA SANTONA, EXECUTIVE VICE PRES AND GENERAL COUNSEL
MCDONALD'S USA, LLC AS JOINT OR SINGLE EMPLOYER
One McDonald's Plaza
Oak Brook, IL 60523

Re: Century Management LLC d/b/a McDonald's
Case 15-CA-143934

Dear (b) (6), (b) (7)(C) Ms. SANTONA:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney WILLIAM T. HEARNE whose telephone number is (901)544-0028. If this Board agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)544-0056.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible.

January 7, 2015

If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly. **Due to the nature of the allegations in the enclosed unfair labor practice charge, we have identified this case as one in which injunctive relief pursuant to Section 10(j) of the Act may be appropriate.** Therefore, in addition to investigating the merits of the unfair labor practice allegations, the Board agent will also inquire into those factors relevant to making a determination as to whether or not 10(j) injunctive relief is appropriate in this case. Accordingly, please include your position on the appropriateness of Section 10(j) relief when you submit your evidence relevant to the investigation.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

January 7, 2015

We can provide assistance for persons with limited English proficiency or disability.
Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. KATHLEEN MCKINNEY
Regional Director

A handwritten signature in black ink, appearing to read "Christopher Roy", with a large, stylized loop at the end.

By:
CHRISTOPHER ROY
Officer in Charge

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

Century Management LLC d/b/a McDonald's

CASE NUMBER

15-CA-143934

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)**YES NO**A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. **Did you begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**CENTURY MANAGEMENT LLC D/B/A
MCDONALD'S**

Charged Party

and

**MEMPHIS WORKERS ORGANIZING
COMMITTEE, A PROJECT OF MID-SOUTH
ORGANIZING COMMITTEE**

Charging Party

Case 15-CA-143934

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on January 7, 2015, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C)
CENTURY MANAGEMENT LLC d/b/a
MCDONALD'S
1683 East Shelby Drive
MEMPHIS, TN 38125

Gloria Santona, Executive Vice Pres and
General Counsel
MCDONALD'S USA, LLC AS JOINT OR
SINGLE EMPLOYER
One McDonald's Plaza
Oak Brook, IL 60523

January 7, 2014

Date

Anne Sampietro, Designated Agent of
NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 26
80 Monroe Ave Ste 350
Memphis, TN 38103-2400

Agency Website: www.nlr.gov
Telephone: (901)544-0018
Fax: (901)544-0008



Download
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January 7, 2015

Memphis Workers Organizing Committee,
a project of MID-SOUTH ORGANIZING COMMITTEE
1000 Cooper Street
MEMPHIS, TN 38104

Re: Century Management LLC
d/b/a McDonald's
Case 15-CA-143934

Dear Sir or Madam:

The charge that you filed in this case on January 05, 2015 has been docketed as case number 15-CA-143934. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney WILLIAM T. HEARNE whose telephone number is (901)544-0028. If this Board agent is not available, you may contact Officer in Charge CHRISTOPHER ROY whose telephone number is (901)544-0056.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

M. KATHLEEN MCKINNEY
Regional Director

A handwritten signature in black ink, appearing to read 'Christopher Roy', with a large, stylized loop at the end.

By:

CHRISTOPHER ROY
Officer in Charge

cc: John Michael Ryall
GODWIN MORRIS LAURENZI & BLOOMFIELD
50 NORTH FRONT STREET, SUITE 800
MEMPHIS, TN 38103

From: [John-Michael Ryall](#)
To: [Hearne, William T.](#)
Subject: Case No. 15-CA-143934
Date: Friday, January 9, 2015 3:59:24 PM
Attachments: [Paystubs, \(b\) \(6\), \(b\) \(7\)\(C\).pdf](#)

Mr. Hearne,

Per our conversation early today, attached please find a copy of (b) (6), (b) (7)(C) paystubs for months relevant to the allegations in the charge, Case No. 15-CA-143934.

If you have any questions feel free to contact me.

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
Tel: 901.528.1702
Fax: 901.528.0246
jmryall@gmlblaw.com

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Current W4 Withholding Status

	Marital Status	Exemptions	Addl Amount
Federal	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119
 901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 Employee - (b) (6), (b) (7)(C)

Store # 34143

Pay Period (b) (6), (b) (7)(C)
 CHECK NO. - (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) 2014 - (b) (6), (b) (7)(C) 2014
 Check Date - (b) (6), (b) (7)(C) /14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)	
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable	*** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
(b) (6), (b) (7)(C)	*** Check ***	(b) (6), (b) (7)(C)			Net Pay

CHECK NO.
 (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
 PAYROLL ACCOUNT TWELFTH INC 34143
 5645 MURRAY ROAD 1683 EAST SHELBY DRIVE
 MEMPHIS TN 38119 MEMPHIS TN 38116

DATE
 (b) (6), (b) (7)(C) /14

PAY: *Sent by - Direct Deposit*****

TO THE
 ORDER OF:

(b) (6), (b) (7)(C)

abc

This check void after (b) (6), (b) (7)(C) 2014.
VOID

Current W4 Withholding Status
Federal Marital Status Exemptions Addl Amoun.
(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119
901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
Employee - (b) (6), (b) (7)(C)

Pay Period (b) (6), (b) (7)/2014 - (b) (6), (b) (7)/2014
CHECK NO. (b) (6), (b) (7)(C) Check Date (b) (6), (b) (7)/14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY - (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)	
OVER TIME - (b) (6), (b) (7)(C)			Social Security		
Pay Rate:			Medicare		
O/T Rate:					
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable	*** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
(b) (6), (b) (7)(C)	*** Check ***	(b) (6), (b) (7)(C)			
Net Pay					

CENTURY MANAGEMENT, L.L.C. Store # 34143
PAYROLL ACCOUNT TWELFTH INC 34143
5645 MURRAY ROAD 1683 EAST SHELBY DRIVE
MEMPHIS TN 38119 MEMPHIS TN 38116

CHECK NO.
(b) (6), (b) (7)(C)

DATE
(b) (6), (b) (7)/14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C)

abc

This check void after (b) (6), (b) (7)(C) 2014.
VOID

Current W4 Withholding Status
Marital Status Exemptions Addl Amount
Federal (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119
901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
Employee - (b) (6), (b) (7)(C)

Store # 34143

Pay Period (b) (6), (b) (7) /2014 - (b) (6), (b) (7) /2014
CHECK NO. (b) (6), (b) (7)(C) Check Date (b) (6), (b) (7) /14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)	
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable (b) (6), (b) (7)(C)	** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
** Check **		(b) (6), (b) (7)(C)			Net Pay

CHECK NO.
(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
PAYROLL ACCOUNT TWELFTH INC 34143
5645 MURRAY ROAD 1683 EAST SHELBY DRIVE
MEMPHIS TN 38119 MEMPHIS TN 38116

DATE
(b) (6), (b) (7) /14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C)

abc

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VOID

Current W4 Withholding Status

Marital Status Exemptions Addl Amount

Federal

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119
 901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.

Store # 34143

Employee - (b) (6), (b) (7)(C)

Pay Period

(b) (6), (b) (7)(C)

/2014 -

(b) (6), (b) (7)(C)

/2014

CHECK NO. - (b) (6), (b) (7)(C)

Check Date - (b) (6), (b) (7)(C) 14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Federal Income Tax	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable	** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
(b) (6), (b) (7)(C)	** Check **	(b) (6), (b) (7)(C)			Net Pay

CHECK NO.

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119

Store # 34143
 TWELFTH INC 3414
 1683 EAST SHELBY DRIVE
 MEMPHIS TN 38116

DATE

(b) (6), (b) (7)(C) 14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C)

abc

(b) (6), (b) (7)(C)

This check void after (b) (6), (b) (7)(C) 2014.

VOID

Current W4 Withholding Status
Federal Marital Status Exemptions Addl Amount
(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119
901/767-9330

W-2 HOTLINE 901-844-5292

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
Employee - (b) (6), (b) (7)(C)

Pay Period (b) (6), (b) (7)/2014 - (b) (6), (b) (7)/2014
CHECK NO. - (b) (6), (b) (7)(C) Check Date - (b) (6), (b) (7)/14

Wages - Income		Current	YTD	Taxes and Deductions		Current	YTD
HOURLY	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax		(b) (6), (b) (7)(C)	
OVER TIME				Social Security			
Pay Rate:	(b) (6), (b) (7)(C)			Medicare	(b) (6), (b) (7)(C)		
Gross Pay:		(b) (6), (b) (7)(C)		Deduction Totals:		(b) (6), (b) (7)(C)	
YTD Taxable	** This *** ** Check **	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit	Net Pay	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)					

CHECK NO.
(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
PAYROLL ACCOUNT TWELFTH INC 34143
5645 MURRAY ROAD 1683 EAST SHELBY DRIVE
MEMPHIS TN 38119 MEMPHIS TN 38116

DATE
(b) (6), (b) (7)/14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C) abc

This check void after (b) (6), (b) (7)(C) 014.
VOID

Current W4 Withholding Status

Federal (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119
901/767-9330

W-2 HOTLINE (901)844-5292

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
Employee - (b) (6), (b) (7)(C)

Store # 34143

Pay Period (b) (6), (b) (7)(C) /2014 - (b) (6), (b) (7)(C) 2014
CHECK NO. (b) (6), (b) (7)(C) Check Date - (b) (6), (b) (7)(C) /14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Federal Income Tax	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
			(b) (6), (b) (7)(C)		
Gross Pay:	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Deduction Totals:	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
YTD Taxable (b) (6), (b) (7)(C)	** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
** Check **	(b) (6), (b) (7)(C)				

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119

Store # 34143
TWELFTH INC 34143
1683 EAST SHELBY DRIVE
MEMPHIS TN 38116

CHECK NO.
(b) (6), (b) (7)(C)

DATE
(b) (6), (b) (7)(C) /14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C)

abc

This check void after (b) (6), (b) (7)(C) 2015.
VOID

Regular

EMPLOYEE EARNING CARD

FROM (b) (6), (b) (7)(C) /2014 TO (b) (6), (b) (7)(C) /2014

STORE/SSN/EMP# NAME/ADDRESS

(b) (6), (b) (7)(C)
##-##-####
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

PHONE: (b) (6), (b) (7)(C)
MARRIED: (b) (6), (b) (7)(C)
SEX: (b) (6), (b) (7)(C)
N.O.: (b) (6), (b) (7)(C)
EMP. STATUS: (b) (6), (b) (7)(C)

BIRTHDATE: (b) (6), (b) (7)(C)
HIRE DATE: (b) (6), (b) (7)(C)
TERM DATE: (b) (6), (b) (7)(C)
TERM CODE: (b) (6), (b) (7)(C)
REHIRE DATE: (b) (6), (b) (7)(C)
P/RATE: (b) (6), (b) (7)(C)
JOB CODE: (b) (6), (b) (7)(C)
P/TYPE: (b) (6), (b) (7)(C)
DEPT: (b) (6), (b) (7)(C)
ADP FILE #:

CHECK#	CK DATE	C	AMOUNT	REGULAR	OVERTIME	MISC.	BONUS	GROSS	FICA	STATE	LOC-1	NON CASH CD	DED-1	CD	DED-2	DED-3
PE DATE	D RATE	HOURS	HOURS	HOURS	VACATION	EIC	FEDERAL	SDI/SUT	LOC-2	DED	DED-2	DED-4				

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET PAY (b) (6), (b) (7)(C) WKS WRK: (b) (6), (b) (7)(C) DAYS: (b) (6), (b) (7)(C) FAC. HRS: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET PAY (b) (6), (b) (7)(C) WKS WRK: (b) (6), (b) (7)(C) DAYS: (b) (6), (b) (7)(C) FAC. HRS: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET PAY (b) (6), (b) (7)(C) WKS WRK: (b) (6), (b) (7)(C) DAYS: (b) (6), (b) (7)(C) FAC. HRS: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) NET PAY (b) (6), (b) (7)(C) WKS WRK: (b) (6), (b) (7)(C) DAYS: (b) (6), (b) (7)(C) FAC. HRS: (b) (6), (b) (7)(C)

QTR (b) (6), (b) (7)(C) 2014 TOTAL

(b) (6), (b) (7)(C)
WEEKS WORKED: (b) (6), (b) (7)(C) DAYS WORKED: (b) (6), (b) (7)(C) VACATION HRS: (b) (6), (b) (7)(C) NET PAY: (b) (6), (b) (7)(C)

EMPLOYEE TOTAL

(b) (6), (b) (7)(C)

WEEKS WORKED: (b) (6), (b) (7)(C) DAYS WORKED: (b) (6), (b) (7)(C) VACATION HRS: (b) (6), (b) (7)(C) NET PAY: (b) (6), (b) (7)(C)

Current W4 Withholding Status

Marital Status Exemptions Addl Amount

Federal (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119
901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
Employee - (b) (6), (b) (7)(C)

Store # 34143

CHECK NO. (b) (6), (b) (7)(C)

Pay Period (b) (6), (b) (7)/2014 - (b) (6), (b) (7)/2014
Check Date - (b) (6), (b) (7)/14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)	
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit	Net Pay
(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)				

CHECK NO.
(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119

Store # 34143
TWELFTH INC 34143
1683 EAST SHELBY DRIVE
MEMPHIS TN 38116

DATE
(b) (6), (b) (7)/14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C)

abc

This check void after (b) (6), (b) (7)(C) 2014.
VOID

Current W4 Withholding Status

Federal Marital Status Exemptions Addl Amoun.
 (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119
 901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 Employee - (b) (6), (b) (7)(C)

Store # 34143

Pay Period (b) (6), (b) (7)(C) /2014 - (b) (6), (b) (7)(C) /2014
 CHECK NO. (b) (6), (b) (7)(C)

Check Date - (b) (6), (b) (7)(C) /14

Wages - Income		Current	YTD	Taxes and Deductions		Current	YTD
HOURLY - (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)		
OVER TIME - (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)			Social Security			
Pay Rate:				Medicare			
O/T Rate:							
Gross Pay:	(b) (6), (b) (7)(C)			Deduction Totals:	(b) (6), (b) (7)(C)		
YTD Taxable	(b) (6), (b) (7)(C)	Taxable Pay	Non-taxable	Taxes	Deductions	Direct Deposit	Net Pay
** This *** ** Check **	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)					

CHECK NO.
 (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119

Store # 34143
 TWELFTH INC 34143
 1683 EAST SHELBY DRIVE
 MEMPHIS TN 38116

DATE
 (b) (6), (b) (7)(C) 14

PAY: *Sent by - Direct Deposit*****

TO THE
 ORDER OF:

(b) (6), (b) (7)(C)

abc

This check void after (b) (6), (b) (7)(C) 2014.
 VOID

Current W4 Withholding Status

Marital Status Exemptions Addl Amount

Federal

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119
 901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 Employee - (b) (6), (b) (7)(C)

Store # 34143

Pay Period (b) (6), (b) (7)(C)
 CHECK NO. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) /2014 - (b) (6), (b) (7)(C) /2014
 Check Date - (b) (6), (b) (7)(C) /14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY - (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)	
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable	** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
(b) (6), (b) (7)(C)	** Check **	(b) (6), (b) (7)(C)			Net Pay

CHECK NO.
 (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119

Store # 34143
 TWELFTH INC 34143
 1683 EAST SHELBY DRIVE
 MEMPHIS TN 38116

DATE
 (b) (6), (b) (7)(C) /14

PAY: *Sent by - Direct Deposit*****

TO THE
 ORDER OF:

(b) (6), (b) (7)(C)

abc

(b) (6), (b) (7)(C)

This check void after (b) (6), (b) (7)(C) 2014.

VOID

Current W4 Withholding Status

	Marital Status	Exemptions	Addl Amount
Federal	(b) (6), (b) (7)(C)		

CENTURY MANAGEMENT, L.L.C.
 PAYROLL ACCOUNT
 5645 MURRAY ROAD
 MEMPHIS TN 38119
 901/767-9330

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
 Employee - (b) (6), (b) (7)(C)

Store # 34143

Pay Period (b) (6), (b) (7)/2014 - (b) (6), (b) (7)/2014
 CHECK NO. (b) (6), (b) (7)(C) Check Date - (b) (6), (b) (7)/14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)	
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable	** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
(b) (6), (b) (7)(C)	** Check **	(b) (6), (b) (7)(C)			Net Pay

CHECK NO.
 (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
 PAYROLL ACCOUNT TWELFTH INC 3414
 5645 MURRAY ROAD 1683 EAST SHELBY DRIVE
 MEMPHIS TN 38119 MEMPHIS TN 38116

DATE
 (b) (6), (b) (7)/14

PAY: *Sent by - Direct Deposit*****

TO THE
 ORDER OF:

(b) (6), (b) (7)(C)

abc

This check void after (b) (6), (b) (7)(C) 2014.
VOID

(b) (6), (b) (7)(C)

Current W4 Withholding Status
Marital Status Exemptions Addl Amount
Federal (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119
901/767-9330

W-2 HOTLINE 901-844-5292

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
Employee - (b) (6), (b) (7)(C)

Pay Period (b) (6), (b) (7)/2014 - (b) (6), (b) (7)/2014
CHECK NO. (b) (6), (b) (7)(C) Check Date (b) (6), (b) (7)/14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY- (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Federal Income Tax	(b) (6), (b) (7)(C)	
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
			GARNISHMENT (b) (6), (b) (7)(C)		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable (b) (6), (b) (7)(C)	*** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
*** Check ***	(b) (6), (b) (7)(C)				Net Pay

CHECK NO.
(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
PAYROLL ACCOUNT TWELFTH INC 34143
5645 MURRAY ROAD 1683 EAST SHELBY DRIVE
MEMPHIS TN 38119 MEMPHIS TN 38116

DATE
(b) (6), (b) (7)(C) 14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C) abc

This check void after (b) (6), (b) (7)(C) 2014.
VOID

Current W4 Withholding Status
Marital Status Exemptions Addl Amount
Federal (b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
PAYROLL ACCOUNT
5645 MURRAY ROAD
MEMPHIS TN 38119
901/767-9330

W-2 HOTLINE (901)844-5292

(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C.
Employee - (b) (6), (b) (7)(C)

Store # 34143

Pay Period (b) (6), (b) (7)/2014 - (b) (6), (b) (7)/2014
CHECK NO. (b) (6), (b) (7)(C) Check Date - (b) (6), (b) (7)/14

Wages - Income	Current	YTD	Taxes and Deductions	Current	YTD
HOURLY: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	Federal Income Tax	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
OVER TIME			Social Security		
Pay Rate: (b) (6), (b) (7)(C)			Medicare		
			(b) (6), (b) (7)(C)		
Gross Pay:	(b) (6), (b) (7)(C)		Deduction Totals:	(b) (6), (b) (7)(C)	
YTD Taxable (b) (6), (b) (7)(C)	** This ***	Taxable Pay	Non-taxable	Taxes	Deductions Direct Deposit
** Check **	(b) (6), (b) (7)(C)				Net Pay

CHECK NO.
(b) (6), (b) (7)(C)

CENTURY MANAGEMENT, L.L.C. Store # 34143
PAYROLL ACCOUNT TWELFTH INC 34143
5645 MURRAY ROAD 1683 EAST SHELBY DRIVE
MEMPHIS TN 38119 MEMPHIS TN 38116

DATE
(b) (6), (b) (7)/14

PAY: *Sent by - Direct Deposit*****

TO THE
ORDER OF:

(b) (6), (b) (7)(C)

abc

This check void after (b) (6), (b) (7)(C) 2015.
VOID

Regular

EMPLOYEE EARNING CARD

FROM (b) (6), (b) (7)(C)/2014 TO (b) (6), (b) (7)(C)/2014

STORE/SSN/EMF# NAME/ADDRESS

(b) (6), (b) (7)(C)
##-##-####
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

PHONE: (b) (6), (b) (7)(C)
MARRIED: (b) (6), (b) (7)(C)
SEX: (b) (6), (b) (7)(C)
N.O. (b) (6), (b) (7)(C)
EMP. STATUS (b) (6), (b) (7)(C)BIRTHDATE: (b) (6), (b) (7)(C)
HIRE DATE: (b) (6), (b) (7)(C)
TERM DATE: (b) (6), (b) (7)(C)
TERM CODE: (b) (6), (b) (7)(C)
REHIRE DATE: (b) (6), (b) (7)(C)
P/RATE: (b) (6), (b) (7)(C)
JOB CODE: (b) (6), (b) (7)(C)
P/TYPE: (b) (6), (b) (7)(C)
DEPT: (b) (6), (b) (7)(C)
ADP FILE #:

CHECK#	CK DATE	C	AMOUNT	AMOUNT	AMOUNT	BONUS	GROSS	FICA	STATE	LOC-1	NON CASH CD	DED-1	CD	DED-3
PE DATE	D RATE	HOURS	HOURS	HOURS	VACATION	EIC	FEDERAL	SDI/SUT	LOC-2	DED	DED-2	DED-4		

(b) (6), (b) (7)(C) 14
(b) (6), (b) (7)(C) 14

(b) (6), (b) (7)(C)

DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)

NET PAY

(b) (6), (b) (7)(C) WKS WRK: (b) (6), (b) (7)(C) DAYS: (b) (6), (b) (7)(C) VAC. HRS: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) 14
(b) (6), (b) (7)(C) 14

(b) (6), (b) (7)(C)

DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)

NET PAY

WKS WRK: DAYS: VAC. HRS:

(b) (6), (b) (7)(C) 14
(b) (6), (b) (7)(C) 14

(b) (6), (b) (7)(C)

DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)

NET PAY

WKS WRK: DAYS: VAC. HRS:

(b) (6), (b) (7)(C) 14
(b) (6), (b) (7)(C) 14

(b) (6), (b) (7)(C)

DIRECT DEPOSIT BANKS: (b) (6), (b) (7)(C)

NET PAY

WKS WRK: DAYS: VAC. HRS:

QTR (b) (6), (b) (7)(C) 2014 TOTAL

(b) (6), (b) (7)(C)

WEEKS WORKED: (b) (6), (b) (7)(C) DAYS WORKED: (b) (6), (b) (7)(C) VACATION HRS: (b) (6), (b) (7)(C) NET PAY: (b) (6), (b) (7)(C)

EMPLOYEE TOTAL

(b) (6), (b) (7)(C)

WEEKS WORKED: (b) (6), (b) (7)(C) DAYS WORKED: (b) (6), (b) (7)(C) VACATION HRS: (b) (6), (b) (7)(C) NET PAY: (b) (6), (b) (7)(C)

From: [John-Michael Ryall](#)
To: [Hearne, William T.](#)
Subject: RE: Affidavits for Case Nos 15-CA-143934 and 143890
Date: Monday, January 12, 2015 6:15:50 PM

Mr. Hearne,

I spoke with (b) (6), (b) (7)(C) about providing you with any documents they have related to the case. I will also provide you with additional evidence as it becomes available.

Also, if you could send me a copy of the (b) (6), (b) (7)(C), (b) (7)(D) permission it would be greatly appreciated.

If you have any questions feel free to contact me.

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
Tel: 901.528.1702
Fax: 901.528.0246
jmryall@gmlblaw.com

From: Hearne, William T. [mailto:William.Hearne@nlrb.gov]
Sent: Monday, January 12, 2015 2:28 PM
To: John-Michael Ryall
Subject: RE: Affidavits for Case Nos 15-CA-143934 and 143890

Mr. Ryall:

Sorry I missed your call but, as you can see, I got the email with the dates and times to meet with (b) (6), (b) (7)(C) witnesses. If possible, please advise (b) (6), (b) (7)(C) to bring all documents they have that are possibly related to the case with them to our meetings. If you have documents other than the paycheck stubs which you emailed to me on Friday, please email them over to me before tomorrow afternoon so that I can have the documents available during the affidavits.

Very Truly Yours,

William T. Hearne
Field Attorney
National Labor Relations Board
Region 15

80 Monroe Ave., Ste. 350
Memphis, TN 38103

Phone: (901) 544-0028
Fax: (901) 544-0008

From: John-Michael Ryall [<mailto:jmryall@gmlblaw.com>]
Sent: Friday, January 09, 2015 4:45 PM
To: Hearne, William T.
Subject: Affidavits for Case Nos 15-CA-143934 and 143890

Mr. Hearne,

I spoke with the employees this afternoon. (b) (6), (b) (7)(C) (Case 143890) can provide (b) (6), (b) (7)(C) affidavit on (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (Case 143934) can provide (b) (6), (b) (7)(C) affidavit on (b) (6), (b) (7)(C)

If there any problems with these times please let me know.

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
Tel: 901.528.1702
Fax: 901.528.0246
jmryall@gmlblaw.com

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From: [John-Michael Ryall](#)
To: [Hearne, William T.](#)
Subject: (b) (6), (b) (7)(C)
Date: Wednesday, January 14, 2015 10:12:39 AM

Mr. Hearne,

I just left a message on your voicemail regarding (b) (6), (b) (7)(C) but I wanted to follow up with an email in case you are away from your desk. (b) (6), (b) (7)(C) just informed me that (b) (6), (b) (7)(C) will not be able to make it (b) (6), (b) (7)(C) to provide an affidavit. Apparently (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) has not been able to (b) (6), (b) (7)(C). I am sorry for any inconvenience this morning. We would like to reschedule this affidavit if possible.

Please give me a call when you have an opportunity to discuss possible dates.

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
Tel: 901.528.1702
Fax: 901.528.0246
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From: [Hearne, William T.](#)
To: ["John-Michael Ryall"](#)
Subject: RE: (b) (6), (b) (7)(C)
Date: Thursday, January 15, 2015 11:28:00 AM

Thank you for getting this set up. If I have not heard from you, I will plan on meeting with (b) (6), (b) (7)(C).

Very Truly Yours,

William T. Hearne
Field Attorney
National Labor Relations Board
Region 15
80 Monroe Ave., Ste. 350
Memphis, TN 38103

Phone: (901) 544-0028
Fax: (901) 544-0008

From: John-Michael Ryall [mailto:jmryall@gmlblaw.com]
Sent: Wednesday, January 14, 2015 4:54 PM
To: Hearne, William T.
Subject: RE: (b) (6), (b) (7)(C)

I was able to confirm a new date for (b) (6), (b) (7)(C) to provide (b) (6), (b) (7)(C) affidavit: (b) (6), (b) (7)(C).
If you have any questions feel free to contact me.

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
Tel: 901.528.1702
Fax: 901.528.0246
jmryall@gmlblaw.com

From: John-Michael Ryall
Sent: Wednesday, January 14, 2015 9:12 AM
To: 'Hearne, William T.'
Subject: (b) (6), (b) (7)(C)

Mr. Hearne,

I just left a message on your voicemail regarding (b) (6), (b) (7)(C) but I wanted to follow up with an email in case you are away from your desk. (b) (6), (b) (7)(C) just informed me that (b) (6), (b) (7)(C) will not be able to make it (b) (6), (b) (7)(C) to provide an affidavit. Apparently (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) has not been able to (b) (6), (b) (7)(C). I am sorry for any inconvenience this morning. We would like to reschedule this affidavit if possible.

Please give me a call when you have an opportunity to discuss possible dates.

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
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From: [John-Michael Ryall](#)
To: [Hearne, William T.](#)
Subject: (b) (6), (b) (7)(C)
Date: Tuesday, January 20, 2015 5:39:56 PM

Mr. Hearne,

I left you a message earlier this afternoon regarding (b) (6), (b) (7)(C) affidavit scheduled for (b) (6), (b) (7)(C) but I wanted to follow up with this email in case you were out of the office. (b) (6), (b) (7)(C) informed me today that (b) (6), (b) (7)(C) will not be able to make the affidavit (b) (6), (b) (7)(C) I will talk with (b) (6), (b) (7)(C) this week and get back with you about possibly rescheduling.

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
Tel: 901.528.1702
Fax: 901.528.0246
jmryall@gmlblaw.com

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From: [John-Michael Ryall](#)
To: [Hearne, William T.](#)
Cc: [Roy, Christopher](#)
Subject: RE: McDonald's Case 15-CA-143934 (b) (6), (b) (7)(C)
Date: Tuesday, February 10, 2015 12:23:18 PM

Mr. Hearne,

At this time, the Charging Party is withdrawing the charge for case No. 15-CA-143934 involving employee (b) (6), (b) (7)(C)

Thank you,

John Michael Ryall
Attorney at Law
Godwin, Morris, Laurenzi & Bloomfield, P.C.
50 North Front Street, Suite 800
Memphis, TN 38103
Tel: 901.528.1702
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jmryall@gmlblaw.com

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From: Hearne, William T. [mailto:William.Hearne@nlrb.gov]
Sent: Tuesday, February 10, 2015 11:07 AM
To: John-Michael Ryall
Cc: Roy, Christopher
Subject: RE: McDonald's Case 15-CA-143934 (b) (6), (b) (7)(C)

Mr. Ryall:

I just got your voice mail about (b) (6), (b) (7)(C) and this charge. If the Charging Party wishes to withdraw the charge, please email me a statement that the Charging Party is withdrawing the charge at this time. The Charging Party should be made aware that the charge can be refiled at a later date within the 10(b) period, which in this case will expire in (b) (6), (b) (7)(C) 2015 as to the earliest allegation. Please let me know if you have any questions.

Very Truly Yours,

William T. Hearne
Field Attorney
National Labor Relations Board
Region 15
80 Monroe Ave., Ste. 350
Memphis, TN 38103

Phone: (901) 544-0028
Fax: (901) 544-0008

From: John-Michael Ryall [<mailto:jmryall@gmlblaw.com>]
Sent: Friday, February 06, 2015 1:05 PM
To: Hearne, William T.
Subject: RE: McDonald's Case 15-CA-143934 (b) (6), (b) (7)(C)

Mr. Hearne,

I am still attempting to get in contact with (b) (6), (b) (7)(C). I will let you know by Monday whether (b) (6), (b) (7)(C) will be able to provide the affidavit on (b) (6), (b) (7)(C). If we are unable to present (b) (6), (b) (7)(C) we will plan to withdraw the charge.

Thank you,

John Michael Ryall

From: Hearne, William T. [<mailto:William.Hearne@nlrb.gov>]
Sent: Friday, February 06, 2015 11:49 AM
To: John-Michael Ryall
Subject: McDonald's Case 15-CA-143934 (b) (6), (b) (7)(C)

Mr. Ryall:

I wanted to follow up with you concerning (b) (6), (b) (7)(C) and whether the Charging Party would be proceeding with (b) (6), (b) (7)(C) case at this time. If so, I need to get a meeting scheduled with (b) (6), (b) (7)(C) no later than Tuesday, February 10, 2015. If the Charging Party is unable to present (b) (6), (b) (7)(C) for an affidavit by that date, I will be forced to recommend that the charge be dismissed for lack of cooperation. If the Charging Party wishes to withdraw the charge for now with the intention of refiling it within the 10(b) period, please let me know so that we can process the dismissal.

Very Truly Yours,

William T. Hearne
Field Attorney
National Labor Relations Board
Region 15
80 Monroe Ave., Ste. 350

Memphis, TN 38103

Phone: (901) 544-0028

Fax: (901) 544-0008

Case Name: Century Management LLC d/b/a Mcdonald's
Case No.: 15-CA-143934
Agent: William T. Hearne, Field Attorney

CASEHANDLING LOG

[illegible]



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 26
80 Monroe Ave Ste 350
Memphis, TN 38103-2400

Agency Website: www.nlrb.gov
Telephone: (901)544-0018
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February 10, 2015

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Suite 3500
Chicago, IL 60601

Andrew Madsen, Esq.
Jones Day
77 W. Wacker Ste. 3500
Chicago, IL 60601

Re: Century Management LLC d/b/a
McDonald's
Case 15-CA-143934

Dear Mr. Henderson, Ms. Calkins, Ms. Davis, Mr. Grossman, Mr. Ferrell, and Mr. Madsen:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. KATHLEEN MCKINNEY
Regional Director

By: /s/

CHRISTOPHER ROY
Officer in Charge

cc: (b) (6), (b) (7)(C)
Century Management LLC d/b/a
McDonald's
1683 East Shelby Drive
Memphis, TN 38125

Gloria Santona, Executive Vice President
and General Counsel
McDonald's USA, LLC As Joint Or
Single Employer
One McDonald's Plaza
Oak Brook, IL 60523

John Michael Ryall
Godwin Morris Laurenzi &
Bloomfield PC
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Memphis Workers Organizing
Committee, a project of Mid-South
Organizing Committee
1000 Cooper Street
Memphis, TN 38104